

**An Open Letter to the Board of Trustees
of the Visalia Unified School District**

The effectiveness and organizational health of the Visalia Unified School District is essential to the health and vitality of the greater Visalia community. All students benefit when they are educated in a school district in which the board, employee team, and community at large are unified in purpose, priorities, and direction.

The authority and responsibility for appointment of the superintendent lie solely with the Board of Trustees. Times of change in district leadership can create uncertainty, suspicion and division. These conditions can result in the erosion of effectiveness and quality of services provided to students, families and employees.

In as much as times of change can also provide opportunities for building unity of purpose and direction, we the undersigned strongly encourage the Board of Trustees to unanimously support a process for superintendent selection that provides for broad-based community involvement, including:

- Public input opportunities for all stakeholders:
 - parents and community members from every trustee area
 - school district partners - public, private, and faith-based
 - all employees - certificated, classified and management
- Surveys of stakeholder groups providing the opportunity to offer input personally, and anonymously if desired.
- Interview committee composed of representatives of all stakeholder groups including but not limited to:
 - District PTA
 - Visalia Education Foundation
 - official District advisory groups
 - official employee groups
 - school district partners public, private, and faith-based
 - local government
 - local business representatives
 - local non-profit organizations
 - parents and community members from every trustee area

Thank you for your service to our community and commitment to the best interest of every student and family.

Respectfully,

Robert Line	Donna Martin	Nina Clancy	Don Groppetti	Stanley S. Simpson
Michael Olmos	Victor Perez	Laura Pace	Eric Shannon	Dave Francis
Laurie Isham	Dianne Sharples	Steve Lamar	Drew Sorensen	Jim Wohlford
Claudia Sherwood	Pete Sherwood	Nancy Moore	Debra Dichiera	Charles Dichiera
Barb Johnson	Dorothy Downing	Jody Gilman	Cathy Lovell	Bret M. Bastrire
Cathy Hall	Craig Wheaton	Carlyn Lambert	John Lambert	Stan Carrizosa

October 25, 2019

Cc: Visalia Times-Delta, Sun-Gazette, Valley Voice